

# Recognize and Report Sex and Labor Trafficking in Hotels

Hotel operators, managers, and employees must complete annual human trafficking training and certify compliance to the City of Houston in accordance with Municipal Code Chapter 28, Article VI. Human trafficking is the use of force, fraud, or coercion to compel a commercial sex or labor act. Minors under 18 engaging in commercial sex are automatically victims. If you suspect human trafficking or if you or someone you know is in these circumstances, call the Houston Police Department’s Human Trafficking Unit or the National Human Trafficking Hotline.

## EMPLOYEES SHOULD REPORT ALL TIPS TO THESE NUMBERS

Houston Police Department

**713-308-8600**

Tips can be reported anonymously

National Human Trafficking Hotline

**1-888-373-7888**

Non-governmental, confidential, available in 200+ languages

If in imminent danger, please call 911

<h3>Sex Trafficking in Escort Services</h3> <p><b>In Call:</b> Victims or traffickers book rooms, victims confined in room, visited by sex buyers. <b>Out Call:</b> Buyers book rooms, victims transported to room of sex buyers.</p>	<h3>Labor Trafficking in Traveling Sales Crews</h3> <p>Traffickers or other controllers book rooms, victims forced to sell magazines, water, typically off premises.</p>	<h3>General Labor Trafficking</h3> <p>Victims often work in housekeeping/janitorial services, landscaping, building maintenance, and other industries.</p>
<ul style="list-style-type: none"> <li>Evidence of commercial sex – excessive condoms, sex paraphernalia</li> <li>Refusal to allow hotel staff (housekeepers, managers) into room for multiple days</li> <li>Excessive (mostly male) foot traffic in/out of rooms</li> <li>Reports from neighboring rooms of noise concerns</li> <li>Guest is overly concerned with surveillance cameras or entrance policies</li> <li>Pays for hotel in cash or with pre-paid credit cards</li> <li>Frequently asks for new towels, washcloths, and/or linens</li> </ul> <p>Out Call:</p> <ul style="list-style-type: none"> <li>Same person on numerous dates with multiple (typically) men</li> <li>Someone waits onsite (e.g. in parking lot) for (typically) female</li> </ul>	<ul style="list-style-type: none"> <li>Abandoned or locked out young people on property</li> <li>Signs that occupancy exceeded what was specified in the reservation (e.g. makeshift sleeping arrangements on floors)</li> <li>Sales flyers left behind that detail suspicious magazine sales tactics</li> <li>Multi-passenger van(s) transporting young people to/from sales destinations</li> <li>Social media “check-ins” that show sales crews or excessive displays of cash</li> </ul>	<ul style="list-style-type: none"> <li>Personal identification or work authorization documents being held to prevent a worker from leaving</li> <li>Required to do different work than what was contracted or promised</li> <li>Verbal or physical abuse by supervisor</li> <li>Forced to meet daily quotas</li> <li>Living and working on site</li> <li>Not paid directly</li> <li>Not given proper safety equipment</li> <li>Mentions of debt</li> <li><b>Wage theft is often part of human trafficking and can include:</b> high fees deducted from paychecks, unpaid and forced overtime, not being allowed to take breaks</li> </ul>

## General Indicators

<ul style="list-style-type: none"> <li>No freedom of movement or evidence of constant monitoring</li> <li>No control of money, cell phone, or ID</li> <li>Verbal or physical abuse</li> <li>Restricted or controlled communications</li> </ul>	<ul style="list-style-type: none"> <li>Exhibits fearful, anxious, or submissive behavior</li> <li>No knowledge of current or previous whereabouts</li> <li>Signs of hunger, poor hygiene, fatigue, illness or injury</li> </ul>
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\* Indicators based on Polaris (2018): *On-Ramps, Intersections, and Exit Routes: A Roadmap for Systems and Industries to Prevent and Disrupt Human Trafficking – Hotels & Motels*, pg. 20.



Call 311 to report violations of the ordinance which include failure to train annually, posting of this sign, to report a damaged or missing sign or if an employee is retaliated against for reporting tips to the numbers listed above. The calls will be routed to the Mayor’s Office, Anti-Human Trafficking Division or the city’s Administration and Regulatory Affairs Department.